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ABSTRACT

A study was done comparing faculty salaries at the University of Maryland at College Park (UMCP) with those at other similar institutions for fall 1991. The data were drawn from the fiscal year 1992 Integrated Postsecondary Education Data System survey, "Salary, Tenure, and Fringe Benefits of Full-Time Instructional Faculty," and the data for UMCP were compared with data on 31 public and private member institutions of the Association of American Universities (AAU) and also with data on 9 "designated peer" institutions. Average salaries were computed for each institution by academic rank, type of contract (9- or 12-month), and gender. Results indicated that as compared with the peer institutions UMCP ranked 5th in salary range among professors and associate professors and 6th among assistant professors. It was also found that at all of the universities except Duke University and University of Colorado, at all ranks men's average salaries were higher than women's average salaries. In summary the data indicated that UMCP's average salaries are above both the men's and overall averages as well as the medians of all three ranks of institutions of the AAU. The study notes that the results should be interpreted with caution because several important variables that help explain salary differences are not controlled. Included are nine tables in an appendix. (JB)

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ANALYSIS OF FACULTY SALARIES:

A Comparison of The University of Maryland at College Park with AAU Public and Private and Designated Peer Universities Fall 1991

June 1992

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University of Maryland at College Park
College Park, Maryland 20742

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Analysis of Faculty Salaries: A Comparison of the University of Maryland at College Park With AAU Public and Private and Designated Peer Universities--Fall 1991

This report compares faculty salaries at the University of Maryland at College Park (UMCP) with those at 31 public and private member institutions of the Association of American Universities (AAU). The faculty salaries at the University of Maryland are also compared to a subset of this group which consists of nine "designated peer" institutions. The institutions in this group are considered especially similar to UMCP in terms of characteristics such as enrollment, curriculum, faculty, and mission. A list of participating schools is presented in Appendix A. Data are presented for single-campus institutions or the major campus of university systems with multiple campuses. Only contract salaries are compared; fringe benefits were not included in the analyses in this report. The report focuses on the average salaries of faculty categorized by academic rank, type of contract, and gender. The analyses are limited to professors, associate professors, and assistant professors who are classified as instructional faculty. Instructors and lecturers are excluded.

Design of Study

The data for this study were drawn from the FY 92 Integrated Postsecondary Education Data System (IPEDS) survey, Salary, Tenure, and Fringe Benefits of Full-Time Instructional Faculty. The survey provides information on salary, academic rank, gender, type of contract, and tenure status. Average salaries were computed for each institution by academic rank, type of contract (9 or 12 month), and gender. The 12-month salaries were converted to an academic year, according to procedures of the American Association of University Professors (AAUP), by multiplying the total salary outlays by nine-elevenths (9/11).

Average Salary by Academic Rank for Instructional Faculty

Table 1A presents the number of faculty and the average adjusted salaries for each academic rank, and the combined ranks, at all 32 universities. The relative standings of each university, based on the average salaries, are also included in the table.

Across all the AAU institutions[1] and all academic ranks, the mean salary is $55,140. By rank, the means are $66,918 for professors, $47,843 for associate professors, and $40,266 for assistant professors. Relative to the 31 AAU institutions, UMCP stands 10th in the overall salary averages, 12th in professors'

[1] Means and medians presented in Tables 1A-7 do not include the University of Maryland for purposes of comparison.

salary averages, 14th in associate professors', and 10th in the assistant professors' salary averages. For Fall 1991, UMCP's average salaries are above the median at all three ranks and overall. Review of previous reports of Analysis of Faculty Salaries (1985 through 1990) indicates that UMCP's overall ranking has remained fairly stable and similar to rankings of previous years. Note, however, that the institutions included in the analyses differ somewhat from year to year.

Schools having average salaries consistently at or above the median salaries by rank and overall are: University of California at Berkeley, University of California at Los Angeles, Cornell University, Duke University, University of Maryland, University of Michigan, SUNY at Buffalo, Northwestern University, Ohio State University, and Rutgers University.

Those having average salaries consistently below the median salaries by rank and overall are: University of Arizona, University of Florida, University of Indiana, Iowa State University, University of Kansas, Michigan State University, University of Missouri, and University of Oregon.

It should be noted that there are a number of important factors that influence average salaries. These include the number of years of teaching experience, quality of experience (research and publications), supply of qualified teachers in each discipline, and cost of living where the university is located. Data on these variables are not available for this report.

Nine of the 32 AAU institutions have been designated as "peer institutions:" University of Arizona, University of California at Berkeley, University of California at Los Angeles, University of Illinois, University of Michigan, University of Minnesota, University of North Carolina, Ohio State University, and University of Texas. Table 1B presents the mean salaries by rank and for the three combined ranks at these nine universities. As indicated in the table, the average salary at UMCP is 5th in rank among professors and associate professors, and 6th among assistant professors. UMCP average salaries were slightly below the mean for each category except associate professor. UMCP salaries were above the median for professors, associate professors and the three ranks combined, but slightly below the median salary for assistant professors.

Average Salary by Type of Contract and Academic Rank

Institutions differ in the proportion of 9-month versus 12-month contracts, as indicated in Table 2. Duke University, Northwestern University, University of Texas, and Tulane University do not offer 12-month contracts to their faculty. For the three academic ranks (professor, associate, and assistant) at AAU

institutions, the average proportions of 12-month contracts are 18 percent, 17 percent, and 16 percent, respectively. At UMCP, the faculty having 12-month contracts comprise 24 percent of professors, 16 percent of associate professors, and 9 percent of assistant professors.

For the AAU institutions, Table 3 shows the average salaries by type of contract, by rank, the magnitude of the salary differences (9-month average salaries minus the converted 12-month average salaries), and percentage differences between 9-month and converted 12-month average salaries (salary differences divided by 9-month average salaries).

Generally, 9-month salaries are higher than converted 12-month salaries at the ranks of professor and assistant professor, but lower than converted 12-month salaries at the rank of associate professor. The average percentage differences are 2.0 percent for professors, -3.0 percent for associate professors, and 4.9 percent for assistant professors. At UMCP, the percentage differences by rank are -7.6 percent for professors, -7.9 percent for associate professors, and -0.7 percent for assistant professors.

Average Salary by Academic Rank and Gender

Comparisons between the average salaries of men and women for each rank at the AAU institutions are presented in Table 4A. As noted earlier, these data must be interpreted with caution, because several influential variables are not controlled (e.g., number of years experience, educational background, tenure status, quality of work experience, and distribution across disciplines).

At all of the AAU universities except Duke University and University of Colorado at the rank of professor, men's average salaries by rank are higher than women's average salaries. The average percentage difference is greatest at the rank of assistant professor (9.5%), followed by professor (9.4%). The average percentage difference is least for associate professors (6.4%). UMCP's percentage differences in average salaries for male and female instructional faculty are 10.3 percent for professors, 3.2 percent for associate professors, and 6.4 percent for assistant professors. These percentage differences are below the average of the AAU institutions for associate and assistant professor ranks, but above the average for the professorial rank. UMCP is 18th in percentage difference at the rank of professor. It has the 5th smallest percentage difference at the rank of associate professor, and the 7th smallest percentage difference at the rank of assistant professor.

Table 4B shows the same data for the group of ten peer universities (including UMCP). Among these ten peer institutions, UMCP ranks fifth in percentage difference between men's and women's

salaries at the rank of professor, and the third smallest percentage difference at the rank of associate and assistant professor.

Representation of Women by Academic Rank

In addition to having lower average salaries, female faculty have lower representation than male faculty in all three ranks at these AAU institutions, especially at the rank of professor. Table 5 shows that the overall number of women represented at the 31 comparison institutions in the top three ranks of instructional faculty is 8012 (20% of the total), compared to 31,373 men.

Table 6 shows that of all full-time professors, women comprise only 6 to 14 percent at these institutions. The proportion of women associate professors ranges from 16 to 32 percent; of assistant professors, 20 to 48 percent. As seen in Table 6, the proportion of women at UMCP falls above the middle of the range for professors, but slightly below the middle of the ranges for associate and assistant professors.

Tenure Rates by Academic Rank and Gender

Table 7 indicates that across all of the AAU institutions 98 percent of male and 96 percent of female full-time professors are tenured. At UMCP, 100 percent of both male and female full-time professors have tenure. In the 31 comparison institutions, an average of 89 percent of male and 88 percent of female associate professors have tenure. UMCP is well above these averages with 99 percent male and 99 percent female full-time associate professors having tenure. At the assistant professor level, an average of 4 percent of men and 5 percent of women are tenured. At UMCP, 11 percent of male and 8 percent of female assistant professors are tenured.

Summary: The University of Maryland

The results presented in this report must be interpreted cautiously because several important variables that help explain salary differences are not controlled. For example, information is not included regarding distribution of faculty among disciplines, number of years of teaching experience, quality of experience, market supply factors, and cost of living in the institution's location. Some of these factors may be especially important in explaining the ranking of UMCP faculty salaries among the various institutions while others are more important in explaining the

lower salaries for female faculty members.

For Fall 1991, UMCP's average salaries are above both the AAU means and the medians at all three ranks and overall. Over time, UMCP's overall ranking has remained fairly constant. When compared to the peers, UMCP average salaries were slightly below the peer means, with the exception of associate professors. UMCP salaries were above the peer median for all ranks except assistant professors.

At most institutions, including UMCP, the 9-month contract is more common than the 12-month contract regardless of academic rank. At all three ranks, UMCP reported lower average salaries for the 9-month contract than for the converted 12-month contract.

With the exception of the rank of professor at the University of Colorado and Duke University, for all AAU institutions, male instructional faculty had higher average salaries than did female faculty at each academic rank. UMCP's percentage difference falls below the mean percentage difference at the associate and assistant professor ranks, but above the mean at the professor rank. Compared to the nine "peer" schools, UMCP's percentage difference is smaller than the mean percentage difference at each rank. Across all the AAU institutions, including UMCP, female faculty have lower representation than male faculty in all three ranks. The percentage of women who are tenured is slightly lower than the percentage of men who are tenured at the full professor and associate professor levels. At the assistant professor level, the percentage of women who are tenured is slightly higher than the percentage of men who are tenured. At UMCP, all full-time professors regardless of gender are tenured; 99 percent of men and 100 percent of women at the associate professor level are tenured; and 11 percent of men and 8 percent of women at the assistant professor level are tenured.

For additional details regarding this report, contact Dr. Nehama Babin, Senior Research Analyst, Office of Institutional Studies at 405-5590.

Appendix A
Institutions Included in the Faculty Salary Analysis

Institution	Peer
University of Arizona	X
University of California -- Berkeley	X
University of California -- Los Angeles	X
University of Colorado	
Cornell University	
Duke University	
University of Florida	
University of Illinois	X
Indiana University	
University of Iowa	
Iowa State University	
University of Kansas	
University of Maryland	
University of Michigan	X
Michigan State University	
University of Minnesota	X
University of Missouri	
University of Nebraska	
State University of New York -- Buffalo	
University of North Carolina	X
Northwestern University	
Ohio State University	X
University of Oregon	
Pennsylvania State University	
University of Pittsburgh	
Purdue University	
Rutgers University	
University of Texas	X
Tulane University	
University of Virginia	
University of Washington	
University of Wisconsin	

Table 1A

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Arizona	$60,051	638	29	$43,049	378	28	$37,820	356	27	$49,599	1,372	28
Cal-Berkeley	77,905	859	4	52,916	227	5	43,856	198	6	68,236	1,284	1
Cal-UCLA	76,042	781	5	50,652	261	8	42,845	345	7	63,007	1,387	6
Colorado	64,236	429	20	48,896	287	12	40,285	209	14	54,065	925	15
Cornell	74,908	445	6	52,041	183	7	45,999	164	2	63,638	792	5
Duke	79,598	325	1	56,031	160	2	45,854	145	3	65,846	630	2
Florida	60,586	989	28	42,657	679	29	38,645	594	25	49,443	2,262	29
Illinois	65,214	940	18	46,294	522	21	40,889	436	9	54,422	1,898	14
Indiana	63,886	645	22	44,964	375	25	37,074	313	29	52,267	1,333	25
Iowa	65,010	484	19	47,526	304	16	39,639	237	18	53,958	1,025	16
Iowa State	63,758	491	23	47,147	339	19	38,158	306	26	51,905	1,136	26
Kansas	54,087	468	30	40,597	275	30	34,339	187	31	46,128	930	30
MARYLAND	**68,591**	**527**	**12**	**48,286**	**392**	**14**	**40,780**	**224**	**10**	**56,177**	**1,143**	**10**
Michigan	73,340	853	8	53,848	370	4	45,546	489	4	61,189	1,712	7
Michigan State	62,433	965	26	47,322	486	18	38,925	417	23	53,254	1,868	22
Minnesota	62,997	759	24	45,917	452	23	39,974	291	15	53,397	1,502	21
Missouri	52,965	330	31	39,791	265	32	36,681	234	30	44,157	829	31
Nebraska	62,914	438	25	46,532	316	20	39,768	336	17	51,030	1,090	27
SUNY-Buffalo	73,533	419	7	52,655	353	6	40,565	234	11	58,538	1,006	8
North Carolina	65,303	561	17	47,613	326	15	37,294	224	28	54,465	1,111	13
Northwestern	79,092	442	2	54,353	217	3	48,080	216	1	65,301	875	3
Ohio State	68,747	769	11	48,991	669	11	40,953	471	8	54,966	1,909	12
Oregon	52,870	243	32	39,837	183	31	33,410	150	32	43,662	576	32
Penn State	67,865	604	14	48,312	439	13	39,269	433	22	53,661	1,476	19
Pittsburgh	69,006	440	10	49,073	409	10	40,508	367	12	53,701	1,216	18
Purdue	66,792	594	16	45,939	409	22	38,732	423	24	52,487	1,426	24
Rutgers	79,028	552	3	57,313	420	1	44,950	267	5	64,323	1,239	4
Texas	68,327	949	13	44,963	465	26	39,332	496	20	55,109	1,910	11
Tulane	67,528	166	15	50,458	167	9	40,301	133	13	53,640	466	20
Virginia	70,654	440	9	47,376	283	17	39,158	187	21	56,942	910	9
Washington	64,214	884	21	45,159	491	24	39,491	341	19	53,849	1,716	17
Wisconsin	61,556	900	27	44,924	270	27	39,904	404	16	53,145	1,574	23
Mean	$66,918	607		$47,843	354		$40,266	310		$55,140	1,270	
Median	$65,303			$47,376			$39,768			$53,849		

Note. Salaries of faculty on 12-month contracts were converted to a 9-month basis using 9/11. Rankings are based on the average salaries (i. e., largest average salary = 1). Salaries and numbers of faculty for the University of Maryland are excluded from the means and the medians.

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Table 1B

Average Instructional Faculty Salaries for Ten Peer Universities, by Academic Rank, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Arizona	$60,051	638	10	$43,049	378	10	$37,820	356	9	$49,599	1,372	10
UC-Berkeley	77,905	859	1	52,916	227	2	43,856	198	2	68,236	1,284	1
UCLA	76,042	781	2	50,652	261	3	42,845	345	3	63,007	1,387	2
Illinois	65,214	940	8	46,294	522	7	40,889	436	5	54,422	1,898	8
MARYLAND	**68,591**	**527**	**5**	**48,286**	**392**	**5**	**40,780**	**224**	**6**	**56,177**	**1,143**	**4**
Michigan	73,340	853	3	53,848	370	1	45,546	489	1	61,189	1,712	3
Minnesota	62,997	759	9	45,917	452	8	39,974	291	7	53,397	1,502	9
North Carolina	65,303	561	7	47,613	326	6	37,294	224	10	54,465	1,111	7
Ohio State	68,747	769	4	48,991	669	4	40,953	471	4	54,966	1,909	6
Texas	68,327	949	6	44,963	465	9	39,332	496	8	55,109	1,910	5
Mean	$68,658	790		$48,249	408		$40,945	367		$57,154	1,565	
Median	$68,327			$47,613			$40,889			$54,966		

Note. Salaries of faculty on 12-month contracts were converted to a 9-month basis using 9/11. Rankings are based on the average salaries (i. e., largest average salary = 1). Salaries and numbers of faculty for the University of Maryland are excluded from the means and medians.

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Table 2

Percentage of Full-Time Instructional Faculty on Nine-Month and Twelve-Month Contracts by Academic Rank, AAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor	
	9-Month	12-Month	9-Month	12-Month	9-Month	12-Month
Arizona	51%	49%	51%	49%	63%	37%
Cal-Berkeley	96	4	96	4	94	6
Cal-UCLA	91	9	89	11	83	17
Colorado	99	1	99	1	100	0[a]
Cornell	99	1	99	1	99	1
Duke	100	0	100	0	100	0
Florida	54	46	46	54	43	57
Illinois	90	10	87	13	93	7
Indiana	87	13	89	11	92	8
Iowa	85	15	83	17	86	14
Iowa State	63	37	82	18	93	7
Kansas	97	3	98	2	97	3
Maryland	**76**	**24**	**84**	**16**	**91**	**9**
Michigan	92	8	92	8	92	8
Michigan State	59	41	74	26	68	32
Minnesota	83	17	79	21	76	24
Missouri	70	30	73	27	78	22
Nebraska	63	37	63	37	76	24
SUNY-Buffalo	86	14	82	18	77	23
North Carolina	80	20	67	33	64	36
Northwestern	100	0	100	0	100	0
Ohio State	78	22	82	18	79	21
Oregon	98	2	97	3	97	3
Penn State	81	19	92	8	88	12
Pittsburgh	66	34	60	40	52	48
Purdue	52	48	74	26	83	17
Rutgers	77	23	81	19	82	18
Texas	100	0	100	0	100	0
Tulane	100	0	100	0	100	0
Virginia	84	16	94	6	93	7
Washington	74	26	71	29	74	26
Wisconsin	90	10	77	23	88	12
Mean	82%	18%	83%	17%	84%	16%

Note. Percentages for the University of Maryland are excluded from the means.

[a]University of Colorado has only one 12-month assistant professor.

Table 3

Comparison of Nine-Month and Converted Twelve-Month Average Salaries by Academic Rank, AAU Public and Private Institutions, Fall 1991

Institution	Professor				Associate Profssor				Assistant Professor			
	9-Month	12-Month	Diff.[a]	% Diff.	9-Month	12-Month	Diff.[a]	% Diff.	9-Month	12-Month	Diff.[a]	% Diff.
Arizona	$65,015	$54,865	$10,150	15.6%	$46,528	$39,459	$7,068	15.2%	$40,284	$33,537	$6,748	16.7%
Cal-Berkeley	78,321	68,111	10,209	13.0	53,160	47,009	6,151	11.6	44,227	38,100	6,128	13.9
Cal-UCLA	77,269	64,143	13,126	17.0	51,226	45,875	5,352	10.4	44,091	36,803	7,288	16.5
Colorado	64,361	46,467	17,894	27.8	48,707	66,739	(18,031)	-37.0	40,316	b	b	b
Cornell	74,791	87,833	(13,042)	-17.4	52,022	53,708	(1,686)	-3.2	46,024	43,977	2,046	4.4
Duke	79,598				56,031				45,854			
Florida	62,888	57,929	4,959	7.9	41,317	43,782	(2,465)	-6.0	39,245	38,201	1,044	2.7
Illinois	65,694	61,039	4,655	7.1	46,515	44,762	1,753	3.8	40,899	40,752	147	0.4
Indiana	61,815	64,374	(558)	-0.9	45,167	43,264	1,903	4.2	37,556	31,520	6,036	16.1
Iowa	64,505	67,901	(3,396)	-5.3	46,929	50,353	(3,424)	-7.3	39,534	40,288	(754)	-1.9
Iowa State	63,692	63,870	(177)	-0.3	46,970	47,957	(987)	-2.1	37,815	42,586	(4,772)	-12.6
Kansas	54,141	52,465	1,676	3.1	40,500	44,962	(4,462)	-11.0	34,284	36,353	(2,069)	-6.0
Maryland	**67,359**	**72,470**	**(5,111)**	**-7.6**	**47,683**	**51,435**	**(3,753)**	**-7.9**	**40,753**	**41,045**	**(292)**	**-0.7**
Michigan	72,874	78,556	(5,683)	-7.8	53,389	58,877	(5,489)	-10.3	45,541	45,602	(61)	-0.1
Michigan State	61,223	64,208	(2,985)	-4.9	47,586	46,570	1,016	2.1	39,586	37,546	2,040	5.2
Minnesota	63,944	58,413	5,531	8.6	45,941	45,823	118	0.3	40,585	38,009	2,576	6.3
Missouri	53,087	52,676	412	0.8	39,198	41,411	(2,213)	-5.6	37,207	34,840	2,367	6.4
Nebraska	63,383	62,116	1,266	2.0	46,330	46,869	(538)	-1.2	40,205	38,414	1,791	4.5
SUNY-Buffalo	72,811	78,121	(5,310)	-7.3	51,867	56,212	(4,345)	-8.4	40,524	40,702	(179)	-0.4
North Carolina	63,268	73,196	(9,929)	-15.7	44,246	54,408	(10,162)	-23.0	36,760	38,254	(1,494)	-4.1
Northwestern	79,092				54,353				48,080			
Ohio State	69,275	66,832	2,443	3.5	48,752	50,061	(1,309)	-2.7	41,042	40,618	424	1.0
Oregon	52,794	55,851	(3,056)	-5.8	39,837	39,827	10	0.0	33,574	27,453	6,120	18.2
Penn State	68,124	66,740	1,384	2.0	48,456	46,605	1,851	3.8	40,225	32,417	7,808	19.4
Pittsburgh	70,481	66,097	4,385	6.2	48,390	50,114	(1,724)	-3.6	41,373	39,558	1,815	4.4
Purdue	67,757	65,767	1,990	2.9	46,320	44,863	1,457	3.1	39,097	36,949	2,149	5.5
Rutgers	81,499	70,585	10,914	13.4	57,916	54,791	3,125	5.4	45,981	40,246	5,734	12.5
Texas	68,327				44,963				39,332			
Tulane	67,528				50,458				40,301			
Virginia	68,881	80,185	(11,304)	-16.4	47,035	52,399	(5,364)	-11.4	39,096	39,994	(898)	-2.3
Washington	64,099	64,538	(439)	-0.7	44,319	47,263	(2,944)	-6.6	39,333	39,940	(607)	-1.5
Wisconsin	61,912	58,311	3,601	5.8	44,834	45,234	(400)	-0.9	40,038	38,930	1,108	2.8
Mean	$66,293	$64,859	$1,434	2.0%	$47,165	$48,489	($1,324)	-3.0%	$40,159	$38,138	$2,021	4.9%

Note. Salaries of 12-month faculty were adjusted to a 9-month basis using 9/11. Differences are calculated as (converted) 12-month average salary subtracted from 9-month average salary. Percentage differences are calculated as difference divided by 9-month average salary. Parentheses indicate negative values. Salaries for Duke University, University of Maryland, Northwestern University, the University of Texas, and Tulane University, and for assistant professors at University of Colorado are excluded from the means.

[a]Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

[b]University of Colorado had only one 12-month assistant professor.

Table 4A

Average Salaries by Academic Rank for Male and Female Instructional Faculty, AAU Public and Private Institutions, Fall 1991

Institution	Professor					Associate Professor					Assistant Professor				
	Male	Female	Diff.*	% Diff.	Rank	Male	Female	Diff.*	% Diff.	Rank	Male	Female	Diff.*	% Diff.	Rank
Arizona	$60,527	$55,713	$4,814	8.0%	11	$43,362	$42,049	$1,313	3.0%	4	$39,541	$35,537	$4,005	10.1%	18
Cal-Berkeley	78,924	70,966	7,958	10.1	17	53,694	51,096	2,598	4.8	9	44,888	42,010	2,878	6.4	7
Cal-UCLA	77,324	66,894	10,429	13.5	26	51,438	48,808	2,631	5.1	11	43,589	41,449	2,140	4.9	4
Colorado	64,174	65,035	(861)	-1.3	2	49,665	46,870	2,795	5.6	14	40,895	39,259	1,636	4.0	1
Cornell	75,593	65,762	9,832	13.0	25	52,892	48,898	3,994	7.6	24	47,147	41,439	5,708	12.1	28
Duke	79,164	84,811	(5,647)	-7.1	1	56,112	55,818	293	0.5	1	46,496	44,280	2,216	4.8	3
Florida	61,342	52,545	8,798	14.3	30	42,957	41,326	1,631	3.8	7	40,009	35,407	4,602	11.5	24
Illinois	65,939	56,727	9,212	14.0	28	46,878	43,370	3,508	7.5	21	42,318	37,868	4,450	10.5	20
Indiana	64,843	57,489	7,355	11.3	19	46,097	41,970	4,127	9.0	28	38,388	34,580	3,808	9.9	16
Iowa	65,409	60,709	4,700	7.2	8	48,864	44,020	4,844	9.9	29	42,400	36,609	5,791	13.7	31
Iowa State	64,176	59,300	4,876	7.6	10	48,630	42,502	6,127	12.6	32	39,693	35,778	3,916	9.9	16
Kansas	54,564	49,252	5,312	9.7	14	41,388	38,282	3,105	7.5	21	34,862	33,381	1,481	4.2	2
Maryland	**69,485**	**62,348**	**7,137**	**10.3**	**18**	**48,650**	**47,097**	**1,553**	**3.2**	**5**	**41,716**	**39,063**	**2,653**	**6.4**	**7**
Michigan	74,289	64,295	9,995	13.5	26	55,061	50,575	4,486	8.1	25	47,058	42,575	4,483	9.5	15
Michigan State	63,165	56,964	6,201	9.8	15	48,047	45,513	2,534	5.3	12	39,938	37,525	2,413	6.0	6
Minnesota	63,398	59,442	3,957	6.2	5	46,291	44,949	1,343	2.9	3	41,258	37,922	3,336	8.1	10
Missouri	53,300	48,876	4,424	8.3	12	40,155	38,493	1,662	4.1	8	38,482	33,691	4,791	12.4	29
Nebraska	63,198	59,058	4,139	6.6	7	46,919	44,609	2,310	4.9	10	41,419	36,466	4,953	12.0	26
SUNY-Buffalo	74,351	65,565	8,786	11.8	21	53,876	48,204	5,672	10.5	30	42,246	37,619	4,627	11.0	22
North Carolina	65,952	59,455	6,497	9.9	16	48,450	45,691	2,759	5.7	15	38,136	36,085	2,050	5.4	5
Northwestern	79,619	72,958	6,661	8.4	13	55,117	51,735	3,382	6.1	17	49,436	44,931	4,505	9.1	14
Ohio State	69,571	61,347	8,223	11.8	21	49,986	45,634	4,352	8.7	27	42,374	38,612	3,762	8.9	13
Oregon	53,272	49,899	3,373	6.3	6	40,618	38,196	2,421	6.0	16	34,469	31,867	2,602	7.5	9
Penn State	68,083	64,415	3,669	5.4	4	48,950	45,537	3,412	7.0	19	40,859	36,388	4,471	10.9	21
Pittsburgh	70,075	61,525	8,551	12.2	23	49,928	46,805	3,123	6.3	18	42,159	38,442	3,717	8.8	12
Purdue	67,476	55,173	12,303	18.2	32	46,841	41,332	5,509	11.8	31	40,824	34,410	6,415	15.7	32
Rutgers	79,869	73,915	5,955	7.5	9	57,867	55,770	2,097	3.6	6	47,746	41,365	6,380	13.4	30
Texas	69,559	57,116	12,443	17.9	31	45,846	42,395	3,451	7.5	21	41,093	36,346	4,748	11.6	25
Tulane	68,408	59,809	8,599	12.6	24	50,653	49,817	836	1.7	2	41,513	36,770	4,743	11.4	23
Virginia	70,678	70,341	377	.5	3	48,190	44,077	4,113	8.5	26	40,820	36,621	4,198	10.3	19
Washington	65,076	57,748	7,328	11.3	19	45,746	43,282	2,464	5.4	13	41,074	37,523	3,551	8.6	11
Wisconsin	62,543	53,657	8,886	14.2	29	45,903	42,558	3,345	7.3	20	41,941	36,923	5,018	12.0	26
Mean	$67,544	$61,186	$6,358	9.4%		$48,594	$45,490	$3,104	6.4%		$41,712	$37,732	$3,981	9.5%	

Note. Salaries of faculty on 12-month contracts were converted to a 9-month basis using 9/11. Differences are calculated as women's average salary subtracted from men's average salary. Percentage differences are calculated as differences divided by men's average salary. Rankings are based on the magnitude of the percentage differences (smallest percentage difference = 1). Salaries and percentages for the University of Maryland are excluded from the means.

*Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

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Table 4B

Average Salaries by Academic Rank for Male and Female Instructional Faculty, Ten Peer Universities, Fall 1991

Institution	Professor					Associate Professor					Assistant Professor				
	Male	Female	Diff.[a]	% Diff.	Rank	Male	Female	Diff.[a]	% Diff.	Rank	Male	Female	Diff.[a]	% Diff.	Rank
Arizona	$60,527	$55,713	$4,814	8.0%	2	$43,362	$42,049	$1,313	3.0%	2	$39,541	$35,537	$4,005	10.0%	8
UC-Berkeley	78,924	70,966	7,958	10.1	4	53,694	51,096	2,598	4.8	4	44,888	42,010	2,878	6.4	3
UCLA	77,324	66,894	10,429	13.5	7	51,438	48,808	2,631	5.1	5	43,589	41,449	2,140	4.9	1
Illinois	65,939	56,727	9,212	14.0	9	46,878	43,370	3,508	7.5	7	42,318	37,868	4,450	10.5	9
MARYLAND	**69,485**	**62,348**	**7,137**	**10.3**	**5**	**48,650**	**47,097**	**1,553**	**3.2**	**3**	**41,716**	**39,063**	**2,653**	**6.3**	**3**
Michigan	74,289	64,295	9,995	13.5	7	55,061	50,575	4,486	8.1	9	47,058	42,575	4,483	9.5	7
Minnesota	63,398	59,442	3,957	6.2	1	46,291	44,949	1,343	2.9	1	41,258	37,922	3,336	8.1	5
North Carolina	65,952	59,455	6,497	9.9	3	48,450	45,691	2,759	5.7	6	38,136	36,085	2,050	5.4	2
Ohio State	69,571	61,347	8,223	11.8	6	49,986	45,634	4,352	8.7	10	42,374	38,612	3,762	8.9	6
Texas	69,559	57,116	12,443	17.9	10	45,846	42,395	3,451	7.5	7	41,093	36,346	4,748	11.6	10
Mean	$69,498	$61,328	$8,170	11.7%		$49,000	$46,063	$2,938[b]	5.9%		$42,251	$38,712	$3,539	8.4%	

Note. Salaries of faculty on 12-month contracts were adjusted to a 9-month basis using 9/11. Differences are calculated as women's average salary subtracted from men's average salary. Percentage differences are calculated as differences divided by men's average salary. Rankings are based on the percentage differences (smallest percentage difference = 1). Salaries and percentages for the University of Maryland are excluded from the means.

[a]Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

[b]The mean of the differences does not equal the difference between the means due to rounding.

Table 5

Counts of Full-Time Instructional Faculty by Academic Rank and Gender, AAU Public and Private Institutions, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Arizona	638	575	63	378	288	90	356	203	153
Cal-Berkeley	859	749	110	227	159	68	198	127	71
Cal-UCLA	781	685	96	261	183	78	345	225	120
Colorado	429	398	31	287	208	79	209	131	78
Cornell	445	414	31	183	144	39	164	131	33
Duke	325	300	25	160	116	44	145	103	42
Florida	989	904	85	679	554	125	594	418	176
Illinois	940	866	74	522	435	87	436	296	140
Indiana	645	561	84	375	272	103	313	205	108
Iowa	484	443	41	304	220	84	237	124	113
Iowa State	491	449	42	339	257	82	306	186	120
Kansas	468	426	42	275	205	70	187	121	66
Maryland	**527**	**461**	**66**	**392**	**300**	**92**	**224**	**145**	**79**
Michigan	853	772	81	370	270	100	489	324	165
Michigan State	965	851	114	486	347	139	417	242	175
Minnesota	759	682	77	452	326	126	291	179	112
Missouri	330	305	25	265	207	58	234	146	88
Nebraska	438	408	30	316	263	53	336	224	112
SUNY-Buffalo	419	380	39	353	277	76	234	149	85
North Carolina	561	505	56	326	227	99	224	132	92
Northwestern	442	407	35	217	168	49	216	151	65
Ohio State	769	692	77	669	516	153	471	293	178
Oregon	243	214	29	183	124	59	150	89	61
Penn State	604	568	36	439	357	82	433	279	154
Pittsburgh	440	385	55	409	297	112	367	204	163
Purdue	594	561	33	409	342	67	423	285	138
Rutgers	552	474	78	420	309	111	267	150	117
Texas	949	855	94	465	346	119	496	312	184
Tulane	166	149	17	167	128	39	133	99	34
Virginia	440	408	32	283	227	56	187	113	74
Washington	884	780	104	491	374	117	341	189	152
Wisconsin	900	800	100	270	191	79	404	240	164
Total	18,802	16,966	1,836	10,980	8,337	2,643	9,603	6,070	3,533
Mean	607[a]	547	59	354	269	85	310	196	114

Note. The counts of full-time instructional faculty for the University of Maryland are excluded from the totals and the means.

[a]The means of the men and women professors do not add to equal the mean of the total number of professors due to rounding.

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Table 6

Percentages of Men and of Women Full-Time Instructional Faculty by Academic Rank, AAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women
Arizona	90%	10%	76%	24%	57%	43%
Cal-Berkeley	87	13	70	30	64	36
Cal-UCLA	88	12	70	30	65	35
Colorado	93	7	72	28	63	37
Cornell	93	7	79	21	80	20
Duke	92	8	73	28	71	29
Florida	91	9	82	18	70	30
Illinois	92	8	83	17	68	32
Indiana	87	13	73	27	65	35
Iowa	92	8	72	28	52	48
Iowa State	91	9	76	24	61	39
Kansas	91	9	75	25	65	35
Maryland	**87**	**13**	**77**	**23**	**65**	**35**
Michigan	91	9	73	27	66	34
Michigan State	88	12	71	29	58	42
Minnesota	90	10	72	28	62	38
Missouri	92	8	78	22	62	38
Nebraska	93	7	83	17	67	33
SUNY-Buffalo	91	9	78	22	64	36
North Carolina	90	10	70	30	59	41
Northwestern	90	10	77	23	70	30
Ohio State	90	10	77	23	62	38
Oregon	88	12	68	32	59	41
Penn State	94	6	81	19	64	36
Pittsburgh	88	13	73	27	56	44
Purdue	94	6	84	16	67	33
Rutgers	86	14	74	26	56	44
Texas	90	10	74	26	63	37
Tulane	90	10	77	23	74	26
Virginia	93	7	80	20	60	40
Washington	88	10	76	24	55	45
Wisconsin	89	11	71	29	59	41
Mean	90%	10%	75%	25%	63%	37%

Note. Percentages of full-time instructional faculty for the University of Maryland are excluded from the means.

Table 7

Percentages of Full-Time Instructional Faculty Who Are Tenured, by Academic Rank and Gender, AAU Public and Private Institutions, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Arizona	95%	97%	83%	83%	84%	80%	1%	1%	1%
UC-Berkeley	98	98	95	97	97	96	0	0	0
UCLA	91	91	91	89	91	82	0	0	0
Colorado	99	99	100	87	88	84	6	7	4
Cornell	99	99	94	92	92	92	0	0	0
Duke	100	100	100	79	81	75	3	4	2
Florida	96	96	95	86	86	85	5	5	5
Illinois	100	100	100	97	97	99	2	1	4
Indiana	93	94	88	79	79	81	3	2	3
Iowa	99	99	100	94	95	93	6	3	10
Iowa State	100	100	100	97	98	94	16	17	16
Kansas	99	99	98	93	93	96	9	10	6
MARYLAND	**100**	**100**	**100**	**99**	**99**	**100**	**10**	**11**	**8**
Michigan	97	97	93	90	90	91	0	0	0
Michigan State	99	99	98	89	89	89	4	2	6
Minnesota	96	97	95	93	92	94	7	3	13
Missouri	100	100	100	90	90	91	6	5	9
Nebraska	98	99	97	74	74	72	5	5	5
SUNY-Buffalo	98	98	100	89	90	86	2	2	2
North Carolina	99	99	100	87	87	87	3	4	2
Northwestern	97	97	100	83	81	90	1	1	2
Ohio State	100	100	100	99	99	98	13	11	16
Oregon	100	100	100	93	91	97	1	1	2
Penn State	96	96	94	82	83	79	10	11	7
Pittsburgh	96	96	98	83	85	79	0	0	0
Purdue	98	98	100	93	92	97	10	8	14
Rutgers	97	97	95	95	94	96	3	3	3
Texas	100	100	100	100	100	100	0	0	0
Tulane	98	99	88	81	84	72	5	4	6
Virginia	95	95	100	88	89	84	1	0	1
Washington	96	96	95	88	88	86	3	4	2
Wisconsin	99	99	95	92	93	90	1	2	1
Mean	98%	98%	96%	89%	89%	88%	4%	4%	5%

Note. Percentages of full-time instructional faculty for the University of Maryland are excluded from the means.